



2013 Summary of Benefits City of Bainbridge Island – Municipal Judge

Health Insurance Coverage

- Begins on the 1st of the month following date of hire
- Employee selects one health option
 1. Regence HealthFirst
 - \$10 per visit co-pay, no deductible
 - Prescription co-pay is \$15 (name brand), \$4 (generic)
 2. Group Health
 - \$10 per visit co-pay, no deductible
 - Group Health requires members to use their clinics
 - Prescription is lesser of GHC's charge or \$10 co-pay
- Health care premiums: 50% paid by the employee and 50% paid by the City

Part-Time Employee (0.5 FTE) Monthly Medical Benefit Costs

Regence HealthFirst	Group Health
Employee only: \$326.16	Employee only: \$259.84
Employee + spouse: \$654.78	Employee + spouse: \$515.87
Employee + spouse + 1 child: \$816.47	Employee + spouse + 1 child: \$646.38
Employee + spouse + 2 or more children: \$950.45	Employee + spouse + 2 or more children: \$776.90
Employee + 1 child: \$487.84	Employee + 1 child: \$390.36
Employee + 2 or more children: \$621.82	Employee + 2 or more children: \$520.87

Dental Insurance Coverage

- Coverage is through Washington Dental
- Begins on the 1st of the month following date of hire
- Dental premiums: 50% paid by the employee and 50% paid by the City
 - Employee only: \$26.49 per month
 - Employee + 1 dependent: \$50.61 per month
 - Employee + 2 or more dependents: \$93.16 per month
- No deductibles
- 2 cleanings per year
- Annual maximum - \$1,500
- Lifetime orthodontia maximum - \$2,000
- This is an "Incentive" Plan. All preventative and maintenance work is covered at 100% the first year. Each calendar year you use your dental benefits, your incentive level remains at 100%. If you do not use the plan for a calendar year, your incentive level will decrease by 10% from the last payment level, but will never go below 70%.

Vision Insurance Coverage

- Coverage is through Vision Services Plan (VSP)
- Begins on the 1st of the month following date of hire
- Premium is 100% paid by the City (employee, spouse and dependents)
- No co-pays
- Plan provides for an eye exam, lenses or contacts every 12 months from last date of service
- Plan provides for a frame every 24 months from last date of service

Life Insurance

- Administered by Association of Washington Cities
- Provider: The Standard; coverage: \$40,000
- Premium is 100% paid by the City
- Optional additional life insurance available at a pre-tax rate at employee's expense
- Includes accidental death and dismemberment coverage

Long Term Disability

- Administered by Association of Washington Cities
- Provider: The Standard
- Premium is 100% paid by the City
- Provides 67% benefit with 90-day waiting period

Retirement Plans

- Public Employee Retirement System (PERS)
 - Choice of 2 plans
 - Mandatory employee contribution set by DRS (varies with plans)
 - City contribution to General Fund set by DRS
- Deferred Compensation
 - Choice of 2 programs
 - State of Washington
 - ICMA
 - Tax-deferred
 - City contribution of 4% of gross (applicable to department directors)

Guaranteed Education Tuition

- Savings plan for dependent tuition at many colleges and universities

Pre-Tax Programs (paid by employee through payroll deduction)

- Flexible spending accounts for health and dependent day care
- Aflac

City Programs

- Employee Assistance Program – 5 visits per issue
- Commute Trip Reduction Incentive - \$50/month and paid quarterly

Vacation, Sick Leave, Holidays

- Vacation: 4 hours per month, increases with longevity
- Sick Leave: 4 hours per month
- Holidays (Fixed): 10 per year, pro-rated
- Holidays (Floating): 1 (4 hours) per year